

time off, just like no business would be forced to offer this benefit.

Upon introducing this bill 4 years ago, I heard from a very special lady named Karen DeLoach. She worked as a bookkeeper in an accounting firm of my hometown, Montgomery, Alabama. Like most in her line of work, Karen would put in many hours during the busy season and build up a lot of overtime. Karen once approached her boss and said: Well, can I accrue my overtime to use as paid leave rather than taking the cash payments? Because, see, Karen gave her time to serve on a mission trip in Nicaragua every summer, and she wanted to do so and go on her church's mission trip without interrupting her regular paycheck.

Montgomery, Alabama, is the State capital, and Karen had heard her State employee friends talk about how they swapped their overtime pay for comp time in their jobs. She never imagined that a similar arrangement at the private business at which she worked would be against the law, but that is what her boss informed her. He wanted to give it to her, but he couldn't under the law. To his credit, he wanted to offer it to her, but he wasn't about to break the law.

Karen's story isn't unique. As I have already referenced, just think of all the parents in this country with young kids or caring for elderly parents or a military family with one or both of the parents deployed or about to deploy. They need time to get ready to take care of their responsibilities.

So the Working Families Flexibility Act is not going to end or solve the debt crisis or fix ObamaCare or simplify the Tax Code. I am proud of our ongoing efforts here in Congress to repeal and replace ObamaCare, to put forth a tax policy that is fair, flatter, and simpler, and to continue to cut out wasteful spending. This bill doesn't solve those problems.

But the fact that we can't solve those problems overnight shouldn't stop us here in the House of Representatives from doing what we can do right now to help make life a little easier for working moms and dads. That is what the Working Families Flexibility Act does, helping Americans better balance the demands of family and work.

I want to thank all those Members who have come here to the floor tonight to speak on this bill. As a working mom myself, I certainly understand all too well how challenging it can be to balance our responsibilities.

Again, I have sponsored this bill this Congress, of course, and the past two before that. I have heard criticism from labor unions and their allies saying that this bill is somehow antiunion or antiworker. This is just simply untrue.

Of course, many in Big Labor will reflexively attack any proposal that would change a single word of the Fair Labor Standards Act. Ironically here, labor unions, see, they oppose this, but they themselves can and often do nego-

tiate similar agreements for their members already.

That seems a bit unfair. So it is okay for those who are members of unions to negotiate similar compensatory time arrangements, it is okay for those who work in the public sector under the law to utilize compensatory time, but it is just not good enough for the hourly wage employee in the private sector. That is more than unfair.

The legislation is completely voluntary for both the employer and the employee. It does not affect the 40-hour workweek or change the way overtime is calculated. It strengthens provisions for workers and increases penalties for abuse. It contains strong anticoercion provisions that would prohibit an employer from directly or indirectly trying to intimidate or coerce workers into taking comp time.

Workers have the option under the Working Families Flexibility Act to cash out at any time. If for some reason this agreement, this voluntary agreement, just isn't working out, an employee can always take the cash, no questions asked.

And, finally, for workers represented by a labor union, any comp time arrangement would have to be negotiated under this bill as part of the collective bargaining agreement, just as they already do.

Mr. Speaker, as I finish tonight, I just want to say again, as a mom, a working mom, a family where both parents work outside of the home, I certainly understand for some of us the time, our time, the time that has been accrued by an hourly wage employee, is more important than the cash wages. That may not be true for everybody. That remains in that the employee can determine what he or she wants to do with their time.

Again, I am grateful for the many people who have worked so hard on this bill over the years. I am grateful for the opportunity to represent Alabama's Second District and to represent so many hardworking American families here tonight in this hour.

I look forward to the debate tomorrow here on the floor on this bill. I would urge all of my colleagues to please vote in favor of H.R. 1180, the Working Families Flexibility Act.

Mr. Speaker, I yield back the balance of my time.

CELEBRATING NATIONAL CHARTER SCHOOLS WEEK AND SUCCESS ACADEMY

(Ms. FOXX asked and was given permission to address the House for 1 minute.)

Ms. FOXX. Mr. Speaker, as we celebrate National Charter Schools Week, I want to highlight my recent visit to Success Academy Harlem 1, which is 1 of 41 charter schools in the largest and highest performing public charter school network in New York City.

Success Academy current serves 14,000 students and has more than 16,000

families on its wait list. Founded in 2006, Harlem 1 is Success Academy's first school, and founder Eva Moskowitz served as its first principal.

With a focus on developing the whole child, Success Academy aims to make its schools joyful places of learning. I am here to tell you that these schools are getting results, and they are joyful.

Five of the top five schools in the State of New York in math and two of the top five schools in English are Success Academy schools.

Every student in every school deserves an excellent education, but unfortunately we are falling far short of that goal as a nation. Thankfully, innovative charter schools like Success Academy Harlem 1 are providing thousands of families with new hope and opportunity.

THE FIRST 100 DAYS OF THE TRUMP PRESIDENCY AND ITS IMPACT ON MINORITY COMMUNITIES

The SPEAKER pro tempore. Under the Speaker's announced policy of January 3, 2017, the gentlewoman from the Virgin Islands (Ms. PLASKETT) is recognized for 60 minutes as the designee of the minority leader.

Ms. PLASKETT. Mr. Speaker, it is with great honor that I rise today to coanchor this CBC Special Order hour with my esteemed colleague from Texas (Mr. VEASEY). For the next 60 minutes, we have a chance to speak directly to the American people on issues of great importance to the Congressional Black Caucus, Congress, the constituents we represent, and all Americans.

This evening, the chair of the Congressional Black Caucus, the gentleman from Louisiana (Mr. RICHMOND), my friend and colleague, I first thank him for his continued leadership of the caucus and on issues impacting Black America and other minority communities across this great Nation.

I would also like to thank the gentleman from Texas (Mr. VEASEY), my colleague, for joining me in chairing this evening's Special Order hour, and my other CBC colleagues who are joining us to speak on important issues.

Mr. Speaker, we are here tonight to address the first 100 days of the Trump Presidency and its impact on minority communities like the district I represent and those of my fellow CBC colleagues. Specifically, we will highlight 100 actions taken by this administration in the last 100 days with less than positive impact to the communities we represent.

The President hails his first 100 days as the most successful in the history of the United States. These actions, however, do not spell success for low income and minority communities. Actions that, in turn, roll back Department of Justice protections designed to ensure police accountability; actions that threaten to further restrict voting rights and undermine the public education system; actions that threaten